



ASTRUM
Multi Academy Trust

EMPLOYEE BENEFITS

“Empowering
Everyone,
Achieving
Together”

At **Astrum Multi-Academy Trust**, we deeply value our employees and believe that the strength of our partnership at every level is essential to our success.

Recognising and appreciating the dedication and hard work of our staff is a priority, which is why we are proud to offer a comprehensive range of benefits and rewards. These perks are designed to support our team, enhance well-being, and show our gratitude for the vital contributions made every day across our trust. Your commitment is the foundation of our success, and we are committed to supporting you in return.

Why Astrum?



Generous Pension Schemes

Teachers' Pension and Local Government Pension Scheme – TPS 28.68% contribution rate and Redbridge LGPS 23.1% contribution rate.



Flexible Teacher PPA

PPA can be completed working from home.



Class Structure

Small class sizes, good staff ratios with additional specialist support.



Family-friendly working arrangements and leave of absence policies

We strive to be family orientated to support work/life balance. This includes a policy to support emergency, weddings, religious events and special leave where required.



Schools Advisory Service Employee Well-being Assistant Programme

Counselling, Integrated GP service, Mindfulness, Nurse Support Physiotherapy, Weight management including online gym services and Slimming World.



Incremental Progression

Astrum MAT follows nationally agreed Teachers Pay & NJC pay scales for employees. Every April, subject to review, staff should expect their salary to increase by one spinal column point until they reach the top of their grade.



In-house Therapy Provision

We have a team of internally recruited SALT and OT therapy staff supporting SEND provision across our schools.



Flexible Working Opportunities

We are committed to supporting our support staff employees where possible and offer a flexible working request system in line with statutory guidance.



High Quality appraisal and personalised CPD programmes

Career progression routes into teaching, specialist support staff and central team roles.



Apprenticeship Programme

We pay into the Apprenticeship Levy, meaning that employees have access to apprenticeship courses for continuous professional development.



Long Service Recognition

After 5 years of continuous employment for support staff.



Refer a Friend Scheme

Earn up to £350 if you refer a friend of colleague who joins our team.



After-school cub/Holiday provision

A range of opportunities to support our pupil enrichment activities and supplement your income at the same time.



Free on-site parking

Employees have access to free car parking across all of our sites. (Subject to availability)



Free Tea & Coffee for staff



Local transport

Schools located close to TfL Elizabeth Line and TfL Central Line.



A comprehensive induction package with Well-planned and regular inset days.



Regular staff feedback

Surveys to identify where we can improve things further.